



DEPARTMENT OF THE NAVY  
NAVAL AIR SYSTEMS COMMAND  
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MEMORANDUM FOR ALL HANDS

MAR 9 2005

From: Commander, Naval Air Systems Command

Subj: EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

1. It is the policy of the Naval Air Systems Command (NAVAIR) to promote and ensure equal employment opportunity (EEO) for all persons regardless of race, color, religion, gender, national origin, age, mental or physical disability, or reprisal.
2. Our capabilities are embedded in our people. While our primary objective is to retain the best work force to perform our essential core capabilities, we must take conscious and deliberate actions to provide equal opportunities to all NAVAIR employees and applicants for employment. Our Management Directive (MD) 715 EEO Program will serve as a driving force for this undertaking. I expect all managers and supervisors to fully understand and support the objectives established in the Command's MD-715 action plans and all related EEO programs.
3. We must continually strive to identify and remove all artificial barriers to employment opportunities at every level in our Command and we must ensure our workplace is free from any form of harassment.
4. An organization's commitment to EEO is only as strong as the commitment of its leaders. Therefore, I expect all managers and supervisors, military and civil service, to share my commitment to the principles and practices of EEO. To ensure that the action plans and objectives are being carried out, managers and supervisors will be held accountable and their performance assessed for their contributions and support.

A handwritten signature in cursive script, reading "W. B. Massenburg", is located below the main body of the memorandum.

W. B. MASSENBURG